

GOVERNMENT OF TELANGANA
ABSTRACT

THE MINIMUM WAGES ACT, 1948 (Central Act No.11 of 1948) – Revision of minimum rates of wages in the Employment in “**STONE BREAKING AND STONE CRUSHING OPERATIONS**” in Part-I of the Schedule to the Minimum Wages Act, 1948 – Final Notification – Orders – Issued.

LABOUR, EMPLOYMENT, TRAINING & FACTORIES (LABOUR-I) DEPARTMENT

G.O.Ms.No. 23

Dated: 30-06-2021

Read the following:-

1. G.O.Ms.No.05, Labour, Employment, Training and Factories (Lab.II) Department, dated 02.02.2008 published vide Gazette Notification No.71, dated 14.02.2008.
2. G.O.Rt.No.413, Labour, Employment, Training and Factories (Lab.II) Department, dated. 07.05.2013 published vide Gazette Notification No.726 dated 01.11.2013.
3. From the Commissioner of Labour, Hyderabad Lr.No.H1/11252/2012, dated.19.01.2021.

ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Hyderabad is requested to publish the appended Notification in the Extra-ordinary issue of the Telangana Gazette in English, Telugu and Urdu languages.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

I.RANI KUMUDINI
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores Purchase, Telangana, Hyderabad for publication in the Extra-ordinary issue of Telangana Gazette and supply 20 copies to Government, 500 copies to the Commissioner of Labour, Telangana, Hyderabad.

The Commissioner of Labour, Telangana, Hyderabad.

All Collectors, through Commissioner of Labour, Telangana, Hyderabad.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhavan, New Delhi.

The Secretary to Government, Department of Labour & Employment, Government of Tamilnadu, Chennai.

Copy to:

The Law (B) Department.

The P.S. to Hon'ble Minister (Labour & Employment).

Sf/Sc.

// FORWARDED :: BY ORDER //

SECTION OFFICER

....Contd.2.

FINAL NOTIFICATION

In exercise of the powers conferred by sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) read with G.O.Ms.8, Labour, Employment, Training & Factories (Labour) Department, dated 12.11.2014 and of all other powers hereunto enabling and after having consulted with the State Minimum Wages Advisory Board, the Governor of Telangana hereby revises the minimum rates of wages which shall consist of basic wage and cost of living allowance as specified in column (3) of the Scheduled appended to this notification as payable to each category employees specified in the corresponding entry column (2) thereof and employed in the scheduled employment of “**STONE BREAKING AND STONE CRUSHING OPERATIONS**” included in Part-I of the Schedule to the Minimum Wages Act, 1948 in the State of Telangana as the same having been previously published in the Andhra Pradesh Gazette No.726, Part-I Extraordinary, dated 01.11.2013 vide G.O.Rt.No.413 Labour, Employment, Training and Factories (Lab-II) Department, dated. 07.05.2013 as required by clause (b) of sub-section (1) of section 5 of the said Act.

2. The minimum rates of wages so fixed shall come into force with effect from the date of publication of this notification in the Telangana Gazette.

....Contd.3.

SCHEDULE

STONE BREAKING AND STONE CRUSHING OPERATIONS

Sl. No	Name of the Category	Basic Wage	Cost of Living Allowance to be paid per each point of increase
(1)	(2)	(3)	(4)
I	Highly Skilled - 1	(in RS.)	Rs. Paise
	1). Boom Crane Operator, 2). Crane Operator, 3). Doom Crane Operator, 4). Electric Vibro Hammer Operator, 5). Electro Hydraulic Jumbo Machine Operator, 6). EOT Crane Operator, 7). Excavator Mounted Vibro Hammer Operator, 8). Foreman, 9). Hydra Operator, 10). Hydraulic Impact Hammer Operator, 11). Hydraulic Vibratory Hammer Operator, 13). IBR Welder, 14). Stone Cutting Machine Operator, 15). Stone Polishing Machine Operator, 16). Driver or Operator of Vehicles - Truck / Dumper / Volvo / Trailer carrying Above 55 tonne Load / Tanker Above 20 KL below 30 KL.	39,837	26.54
II	Highly Skilled – 2		
	1). Driver or Operator of Vehicles - Truck / Dumper / Volvo / Trailer carrying Above 35 tonne below 55 tonne Load / Tanker Above 10 KL below 20 KL.	35,254	23.49
III	Highly Skilled - 3		
	1). Air Compressor Drilling Machine Operator, 2). Assistant Foreman, 3). Bull Dozer Mechanic, 4). Bull Dozer Operator, 5). Chargeman, 6). Core Drilling Machine Operator, 7). Crane Mechanic, 8). Crusher Mechanic, 9). Crusher operator, 10). Driller Mechanic, 11). Drilling Machine Operator, 12). Drilling Machine other than Jack Hammer Operator, 13). Edge Cutting Machine Operator, 14). Excavator Operator, 15). Explosives Transport Vehicle Driver, 16). Hydraulic Drill Machine Operator, 17). Hydraulic Equipment Mechanic, 18). Hydraulic Rock Breaker Operator, 19). Jack Hammer Driller Operator, 20). Jack Hammer Operator, 21). JCB Operator, 22). Limco Loader Operator, 23). Loader Operator, 24). Poclain Machine, 25). Poclain Machine Operator, 26). Rock Breaker Operator, 27). Rock Cutting Machine Operator, 28). Rock or Boulder Cutting Machine Operator, 29). Silenced Hydraulic Rock Breaker Operator, 30). Terex Operator, 31). Dumper Mechanic, 32). Volvo Mechanic, 33). Driver or Operator of Vehicles - Truck / Dumper / Volvo / Trailer carrying Above 10 tonne below 35 tonne Load / Tanker Above 3 KL below 10 KL.	31,199	20.79

....Contd.4.

IV	Highly Skilled - 4		
	1). Agent (Supervisor), 2). Any Maintenance Supervisor, 3). Auto Electrician, 4). Blaster, 5). Blasting Incharge, 6). Conveyor Operator, 7). Crusher Supervisor, 8). Driller, 9). Drilling Machine Truck Driver, 10). Feeder Operator, 11). Folder or Blacksmith, 12). Gas Cutter, 13). Hand Driller, 14). Head Security Guard, 15). Maistry, 16). Mechanic, 17). Operator of Machine, 18). Security Guard with arms, 19). Shift Supervisor, 20). Short Firer, 21). Short Firer Licenced, 22). Stone Polisher, 23). Supervisor, 24). Tractor Dozer Driver, 25). Tractor with Trolley Driver.	27,610	18.39
V	Skilled		
	1). Air Compressor Attendant, 2). Air Compressor Driver or Operator, 3). Assistant Blaster, 4). Blacksmith, 5). Edge Cutting Machine Operator Assistant or Helper, 6). Electrician, 7). Fitter, 8). Gantry Crane Operator Assistant or Helper, 9). Hydraulic Drill Machine Operator Assistant or Helper, 10). Hydraulic Rock Breaker Assistant or Helper, 12). Jeep Driver, 13). Khalasi, 14). Marker, 15). Minemate, 16). Rigger, 17). Rock Breaker Operator Assistant or Helper, 18). Rock Cutting Machine Operator Assistant or Helper, 19). Security Guard without Arms, 20). Silenced Hydraulic Rock Breaker Assistant or Helper, 21). Stone Chistler, 22). Stone Cutter, 23). Stone Cutting Machine Operator Operator Assistant or Helper, 24). Stone Dresser, 25). Stone Polishing Machine Operator Assistant or Helper, 26). Syrang, 27). Tally Clerk, 28). Tube Patch Maistry, 29). Typist, 30). Welder.	24,434	16.28
VI	Semi - Skilled		
	1). Ash Dust Cleaner with broom sticks, 2). Ash Slurry Remover, 3). Assistant Drill Operator, 4). Assistant Mechanic, 5). Assistant Operator or Helper (Track Hopper), 6). Bunker Chute Jam Clearer, 7). Crusher House Floor Dust Cleaner or Removers, 8). Crusher Mechanic Assistant or Helper, 9). Crusher Operator Assistant or Helper, 10). Explosives Carrier, 11). Explosives Loader, 12). Explosives Packer, 13). Flag Man, 14). Gas Cutter Assistant or Helper, 15). Gate Keeper, 16). Greaser, 17). Hydra Assistant or Helper, 18). Lorry Cleaner or Helper, 19). Metal Breaker, 20). Mukkadam, 21). Night-guard, 22). Poclain Helper, 23). Signal Man, 24). Sorter, 25). Stone Breaker, 26). Stone Picker, 27). Stone Sorter, 28). Tipper Cleaner or Helper, 29). Tool Room Attender, 30). Tube Patch Maistry Assistant or Helper, 31). Valve Operator, 32). Cleaner, 33). Hammerman, 34). Helper, 35). Mukaddam (Head Mazdoor), 36). Oilman, 37). All Assistants or Helpers not specified under any other categories and working under Highly Skilled and Skilled categories.	21,623	14.41

VII	Un - Skilled		
	1). Floor Cleaner, 2).Mazdoor, 3).Safai Karmachari, 4).Scavenger, 5).Sweeper, 6).Wash Room Cleaner, 7).Water Boy, 8).Water Carrier, 9).Water Sprayer, 10).All Casual Labour in Loading and Unloading Operations, 11).All General Cleaning Workers.	18019	12.00

Administration and Office Categories

I	Highly Skilled - 1		
	1). Administrative Manager, 2). Chief Accountant, 3). HR Manager or Personal Manager, 4). Manager.	39,837	26.54
II	Highly Skilled - 2		
	1). Administrative Officer, 2). Geologist, 3). Safety Incharge, 4). Safety Officer.	35,254	23.49
III	Highly Skilled - 3		
	1). Accountant, 2). Camp Incharge, 3). Camp Supervisor, 4). Canteen Incharge or Manager, 5). Mess Incharge.	31,199	20.79
IV	Highly Skilled - 4		
	1). Management Information System Officer, 2). Stenographer, 3). Store Incharge.	27,610	18.39
V	Skilled		
	1). Accounts Clerk, 2). Assistant Dispatch Clerk, 3). Assistant Magazine Clerk, 4). Car Driver, 5). Cashier, 6). Clerk, 7). Computer Operator, 8). Data Entry Operator, 9). Dispatch Clerk, 10). First Aider, 11). Magazine Clerk, 12). Muster Clerk, 13). Receptionist, 14). Store Keeper, 15). Time Keeper.	24,434	16.28
VI	Semi - Skilled		
	1). Dispatch Boy, 2). Messenger, 3). Store Assistant, 4). Store Boy.	21,623	14.41
VII	Un-Skilled		
	1). Attender, 2). Office Assistant, 3). Office Boys, 4). Peon.	18,019	12.00

COST OF LIVING ALLOWANCE

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the Industrial workers at 1501 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1st April and 1st October. For this purpose, the average rise in the State Industrial Workers Consumer Price Index Numbers for half year ending December and June respectively shall be taken into account. The cost of living allowance for any rise in Cost of price index over and above 1501 points, shall be paid as specified at column No. 4 to the schedule against each category

Note:-

1. A Highly Skilled employee is one who is capable of doing higher degree of perfection work and can work on drawing and directing a group of skilled and other employees at times. He must be capable of organizing day to day work under him.
2. Skilled employee is one who is capable of working independently and efficiently and turning out accurate work.
3. A semi-skilled employee is one who has sufficient knowledge of that trade to be able to do respective work and simple job with the help of simple tools machines.
4. An unskilled employee is one which involves simple operations requiring little or no skill or experience on the job.
5. Where food is provided by the employer to the workmen for all days of the month, an amount of Rs.540/- shall be deducted from his wages.
6. Where accommodation is provided by the employer to the workmen for all days of the month, an amount of Rs.136/- shall be deducted from his wages. Provided that the accommodation has a minimum area of at least 48 Sq. Feet per person and includes a place of safe storage for keeping their belongings.
7. Workers who work in night shifts should be paid twenty five percent of extra wages for the days they work in night shifts.
8. Any category of employees not included in this scheduled employment, shall be paid the same notified wage of the similar categories in any other scheduled employment. If the same category exists in more than one employment the higher wages shall be paid.
9. Contract / Sub-contract / Casual / Manpower supply workers including piece rate / unit rate workers shall be paid the same wages for the same work as that of a regular worker. The principal employer and contractors are jointly and severally responsible for the payment to such workers and maintain registers thereto.
10. Employment of Children below the age of 14 years is prohibited.
11. For work beyond normal hours of the employment and work during weekly off's shall be paid at double the ordinary rates of wages.
12. As per G.O.Rt.No.591 of Labour, Employment, Training & Factories (Lab.II) Department, dated 13.11.2011 published by Authority vide Gazette No.152 dated 01.04.2011, the employers of all the establishments shall pay the wages to the persons employed therein either by cheque or be crediting the wages in their Bank Accounts.
13. There should be no discrimination of wages between men and women workers in any category of employment.

14. The principal employer is directly responsible for payment of wages to employees irrespective of employment through contractors or otherwise in case the contractors are not paid the minimum rates of wages or less payment to the workers.
15. Where payment is made on a piece rate basis the wage of an employee shall not be less than the minimum rate fixed for the relevant category for a normal day of work.
16. Any categories of employees are paid other allowances (i.e. other than the notified basic wage and cost of living allowance) they shall be continued to get the said allowances in addition to notified basic wage and cost of living allowance.
17. The wages are exclusive of "Bhatta" that may be paid to the workers by the nature of their employment, which takes them from their residence is an extra payment over and above the minimum wages.
18. Employees actually in receipt of wages higher than the minimum rates of wages fixed as per this notification shall continue to get the benefit of such higher wages.
19. If wages or wages regulated as per Award / Agreement / Settlement which are in force are more beneficial to the workmen, the worker shall be entitled to such rates of wages notwithstanding the rates of wages fixed under this notification.
20. In case if the worker is paid basic wage more than the notified basic wage, the cost of living allowance shall be calculated based on the actual highest basic wage paid to the worker notwithstanding the rates of wages fixed under this notification.
21. Where the worker is paid a daily wage the daily wage shall be arrived at by dividing the monthly wage by 26.
22. Wherever part time employees are employed they should be paid pro rate wages in accordance with the number of hours of work done and subject to the provisions of the Minimum Wages Act, 1948.
23. The minimum rates of wages payable to disabled employees shall be the same as payable to workers of the appropriate category.
24. During National Festivals and other holidays, workers are eligible for leave with wages. If they work during above holidays, they shall get their normal wages and additionally double the rates of normal wages.
25. The Wages fixed in this Scheduled Employment are also applicable to the Granite Industry and if any designation of Granite Industry is not available in this employment, the wages fixed in this employment for similar category are applicable to the designations of Granite Industry.
26. Any worker after completion of five years of service, his wages shall be reckoned in the immediate next higher cadre of skill but his designation will be the same, i.e. an unskilled worker on completion of five years of service shall be paid the minimum wages of semi-skilled worker and so on.

I.RANI KUMUDINI
SPECIAL CHIEF SECRETARY TO GOVERNMENT